

[APSE map](#) -

<https://apse.org/wp-content/uploads/2019/08/Employment-first-resource-list-April-2019.pdf> - HUGE appendix of robust state summaries

Thirty-nine states have an official Employment First policy based on legislation, policy directive, etc. Twenty-one states have passed legislation stating that integrated employment is preferred over other service options. Eighteen states have a policy directive, executive order, or similar official policy statement, but not legislation. Seven states have both legislation and a non legislative policy directive.

Twenty-seven state have policies that are cross-disability, i.e., includes all forms of disability, including but not limited to acquired, congenital, intellectual, brain, neurologic, sensory, mobility, and mental health. Twelve states' policies are focused exclusively on individuals with I/DD.

Colorado and Ohio are leading the nation by being the only states to establish an Employment First Office.

In addition to the thirty-nine states with Employment First policies, eleven states have Employment First efforts and initiatives underway, but no official Employment First policy has been issued. These states vary in their level of activity including initial expressions of interest in Employment First with limited follow-up, legislation introduced but not yet passed, formation of task forces, and robust systems change efforts.

Some of the examples came from - [Employment First State Transformation Guide](#)

- National Council on Disability Report on Subminimum Wage and Supported Employment

New York has a September 2014 Executive Order that mandates the development of an Employment First policy but as of 2021, no official policy has been issued. Nevada has an Executive Order establishing a governor's taskforce on integrated employment. Alabama, Hawaii, and Kentucky have proposed Employment First policy legislation that has not yet been enacted. North Dakota has passed legislation creating a committee on employment of people with disabilities to support Employment First, but it does not specifically prioritize integrated employment over other service options.

Alabama		
Alaska	passed legislation to eliminate 14c  In February 2021, the Alaska Governor's Council on Disabilities & Special	

	<p>Education (GCDSE) and the Alaska Mental Health Trust Authority (AMHTA) established the Alaska Work Matters Task Force with strong support from Governor Mike J. Dunleavy. The Task Force includes representatives from relevant state agencies, private sector employers and private citizens with disabilities. Through 2021, the Task Force will undertake a review and analysis of existing policies, practices, and procedures, existing barriers, and existing workforce utilization data regarding the employment of people with disabilities in the State of Alaska. By February 2022, the Task Force will document the findings of their review and analysis and prepare a report that includes recommendations for policies, practices, and procedures to improve employment opportunities and outcomes for individuals with disabilities. These recommendations should help to the state maximize the utility of relevant funding streams and implement policy that ultimately leads to improved employment outcomes for people with disabilities.</p> <p><i>(From NGA Governor's Guide - Promoting Employment - - -</i></p>	
Arizona	n/a	
Arkansas	<p>Arkansas is making changes in its VR rate structures to promote increased CIE outcomes. Arkansas Rehabilitation Services (ARS) recently established procedures that clearly define activities and payment milestones for Supported Employment (SE) services. ARS external vendor fees for SE under these payment milestones include discovery and job experiences which can be important aspects of job preparation and job placement processes that result in CIE.</p> <p>In order to establish a coordinated approach to public funding and services to enhance CIE for individuals with significant disabilities who are eligible for more than one publicly funded program, Arkansas has convened several state agencies. The agencies include the state education, vocational rehabilitation, Medicaid, intellectual/developmental disabilities, and mental health agencies. Representatives of these agencies have developed a MOU for the purpose of "effective and continued interagency response to Public Law 113-128, The Rehabilitation Act, as Amended." That is, the MOU represents a coordinated response to the intent of WIOA to increase CIE. In particular, the MOU specifies each agency's responsibility when individuals with significant disabilities are served by more than one publicly funded program administered by the parties to</p>	<ul style="list-style-type: none"> <li>• The <a href="#">October 2010 Governor's Executive Order (10-17)</a> established the cross-disability Arkansas Employment First Initiative.</li> <li>• <a href="#">Disability Rights Arkansas Report (2018)</a>: The March 2018 report from Disability Rights Arkansas, "Sheltered Workshops in Arkansas: Moving From Segregated Work To Integrated Employment" calls for passage of Employment First legislation:</li> <li>• <a href="#">AR Task Force Final Report (2011)</a>: Final Report of Arkansas Employment First Task</li> </ul>

	the agreement. The MOU covers referral and information sharing processes, application of respective resources, and roles and responsibilities each agency assumes when serving common customers. The parties to the MOU continue to collaborate on translating the intent of the MOU into field guidance for the parties' respective field staff	Force
California	Nothing to see	<ul style="list-style-type: none"> <li>• <b>CA Employment First Legislation (passed):</b> <a href="#">AB 1041</a> was signed into law in October 2013, establishing an Employment First policy for individuals served by the state's developmental disability system.</li> <li>• <b>Committee on Employment First Policy Summary:</b> <a href="#">2014 summary of AB1041</a> from the CA State Council on Disabilities and CA Employment Consortium for Youth (CECY).</li> <li>• <b>CA Employment First Legislation (passed):</b> <a href="#">AB 287</a> was signed into law in October 2009, establishing Employment First Committee, and calling for the establishment of an Employment First Policy.</li> <li>• <b>CA CIE Blueprint for Change:</b> The CA Department of Rehabilitation, Department of Education, and Department of Developmental Services entered into a joint agreement consistent with the State's E1 policy to make CIE a priority.</li> </ul>
Colorado	Cross-disability Employment First bill was enacted in June 2016 followed by additional legislation in 2018 requiring implementation of recommendations of the Colorado Employment Advisory Partnership. The recommendations focused on clear and consistent data collection among agencies; training for supported employment professionals; appropriate use of the Discovery process as an assessment for persons with disabilities; and training and outreach for	<p><a href="https://leg.colorado.gov/sites/default/files/2016a_07_7_signed.pdf">https://leg.colorado.gov/sites/default/files/2016a_07_7_signed.pdf</a></p> <ul style="list-style-type: none"> <li>• <b>Policy on Integrated Employment:</b> Colorado Department of Health Care Policy and Financing – Services for Individuals with Intellectual and Developmental</li> </ul>

	<p>employers, educators, case managers, and persons with disabilities and their families. An Office of Employment First was created within the UCEDD. In addition to creation of a new office, a nationally recognized supported employment training certificate is required for all vendors and professionals that provide employment services.</p>	<p>Disabilities <a href="#">Rule 8.609.9</a> (former Division for Developmental Disabilities rule 16.626) stating that integrated employment is considered the primary service option for adults day habilitation services and supports for individuals within I/DD. This was a long-standing policy prior to the passage of legislation (policy is on pg. 63)</p> <ul style="list-style-type: none"> <li>Colorado rate report excellent example</li> </ul> <p><a href="https://drive.google.com/file/d/1M3EPFzr_Wy1A-e0tcBtBtldNF9CWEI-/view?usp=sharing">https://drive.google.com/file/d/1M3EPFzr_Wy1A-e0tcBtBtldNF9CWEI-/view?usp=sharing</a></p>
Connecticut	<p>Customized employment policy - <a href="https://portal.ct.gov/DDS/EmploymentDayServices/Employment-First/Customized-Employment">https://portal.ct.gov/DDS/EmploymentDayServices/Employment-First/Customized-Employment</a></p>	Not much
Delaware	<p>The state of Delaware has prepared an analysis of the use of sub-minimum wages in their state. This analysis includes information about the labor participation rate of individuals with disabilities and wages earned, as well as information about the number of agencies that pay sub-minimum wages in the state. It also identifies the extent of the use of sub-minimum wages and the number of people with disabilities that are being paid such wages. This analysis discusses the possible phase-out of the use of 14(c) certificates in the current national context of WIOA and HCBS Settings Rule, as well as the emerging voice of self-advocates with disabilities. Delaware is also reviewing information from states that have eliminated the use of 14(c) certificates especially related to:</p> <ul style="list-style-type: none"> <li>eliminating or reducing these certificates</li> <li>the need to re-examine Medicaid rates in such a transition</li> </ul>	<p>Here is the E1st Act - creates a commission</p> <p><a href="https://delcode.delaware.gov/title19/c007/sc05/index.html">https://delcode.delaware.gov/title19/c007/sc05/index.html</a></p>

	<ul style="list-style-type: none"> <li>• review of possible transformation strategies for organizations that currently pay sub-minimum wages</li> <li>• the need for review of the circumstance of agencies currently engaged in contracts through the Javits-Wagner O'Day Act (AbilityOne)</li> <li>• statewide discussion and dissemination about expectation of the capabilities of individuals with disabilities</li> </ul>	
Florida	<p>Florida 2022 report - <a href="https://www.employmentfirstfl.org/wp-content/uploads/2022/08/AR-19-20-easy-read.pdf">https://www.employmentfirstfl.org/wp-content/uploads/2022/08/AR-19-20-easy-read.pdf</a></p> <p>The partners revised, created, or improved 58 employment-related policies and procedures this year.</p> <p><a href="#">Statute</a> also says -</p> <p>The department shall develop mandatory training programs for human resources personnel and hiring managers of executive agencies which support the employment of individuals who have a disability.</p> <p>Each executive agency shall develop an agency-specific plan that addresses how to promote employment opportunities for individuals who have a disability.</p> <p>The department shall assist executive agencies in identifying and implementing strategies for retaining employees who have a disability which include, but are not limited to training programs, funding reasonable accommodations, increasing access to appropriate technologies, and ensuring accessibility of physical and virtual workplaces</p>	<p>Statute also requires that the interagency agreement includes —</p> <p><b>GREAT IDEAS</b></p>
Georgia	<ul style="list-style-type: none"> <li>• <b>GA Employment First Legislation (passed):</b> <a href="#">Georgia's Employment First Act (HB 831)</a>, signed into law May 2018, established a cross disability E1 policy and E1 Council to oversee implementation.</li> <li>• <b>GA Legislative Report:</b> Georgia House Study Committee 2015 report on <a href="#">Postsecondary Education and Employment Options for Individuals with IDD</a>; recommended the creation of an E1 Advisory Council.</li> <li>• <b>GA Legislation Establishing Study Committee:</b> 2015 legislation (<a href="#">HR 642</a>) establishing a House Committee to examine options for an E1</li> </ul>	

	<p>policy in Georgia.</p> <ul style="list-style-type: none"> <li>• <b>GA DD Council Statement:</b> Statement issued in 2010 by Georgia Developmental Disabilities Council calling for an Employment First policy in the state.</li> </ul>	
Hawaii		
Idaho		
Illinois	<p>Illinois Employment First law - <a href="https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=3499&amp;ChapterID=5">https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=3499&amp;ChapterID=5</a></p> <p>State Employment First Efforts: Legislation</p> <ul style="list-style-type: none"> <li>• Employment First Legislation (passed): <a href="#">Illinois Employment First Act (HB 2591)</a>, passed in May 2013.</li> <li>• <a href="#">Advocacy information for IL Employment First Act:</a> Information from the Family Support Network regarding advocating for the Illinois Employment First Act.</li> <li>• <a href="#">IL Employment First Act Fact Sheet:</a> Fact sheet for legislators on Illinois Employment First Act.</li> <li>• <a href="#">IL Employment First Blueprint:</a> October 2014 report on steps for implementation of Illinois Employment First legislation.</li> <li>• <a href="#">IL EEOPD Report:</a> January 2018 report of legislatively mandated Employment and Economic Opportunity for Persons with Disabilities Task Force.</li> <li>• <a href="#">Report from the IL Employment First Summit:</a> Report from 2012 Illinois Employment First summit.</li> </ul> <p><a href="#">Illinois Employment First website</a></p>	
Indiana	<p>Indiana is one of the most recent states to pass Employment First related legislation (2017). This legislation endorses Employment First. It also establishes baseline data regarding the number of individuals with disabilities in competitive integrated employment and sets annual goals for increasing the</p>	<p><b>Interesting provision in statute -</b></p> <p>(b) State agencies shall follow the policy described in subsection (a) and ensure that the policy is implemented effectively in the state agencies'</p>

	<p>percentage of individuals with disabilities in competitive integrated employment. It directs state agencies to identify and resolve barriers to employment for individuals with disabilities.</p> <p><b>IC 22-9-11-7</b>  <b>Competitive integrated employment first and preferred state policy option for individuals with disabilities</b></p> <p>Sec. 7. (a) It is the policy of the state to advance competitive integrated employment, including self-employment, as the first and preferred option when providing services to an individual with disabilities who is of working age, regardless of the nature or the severity of the individual's disability. The policy applies to programs and agencies that provide services and support to help obtain employment for individuals with disabilities.</p> <p>(b) State agencies shall follow the policy described in subsection (a) and ensure that the policy is implemented effectively in the state agencies' programs and services. State agencies shall implement the policy in a manner that is consistent with an individual's right to make an informed choice about employment options that meet an individual's needs and preferences.</p> <p><i>As added by P.L.68-2017, SEC.4.</i></p>	<p>programs and services. State agencies shall implement the policy in a manner that is consistent with an individual's right to make an informed choice about employment options that meet an individual's needs and preferences.</p> <p>Sec. 8. (a) This Section applies to transition services provided as part of a special education program or related services to a child with a disability who is at least fourteen (14) years of age</p>
Iowa		
Kansas	<p>Legislation enacted in 2011 established a statewide policy of Employment First for all people with disabilities. In addition, the Kansas Department of Education developed an Employment First policy specific to transition. Although Employment First legislation was passed, no funding was provided. Therefore, there is limited coordination among agencies, which makes it difficult to obtain data. <b>No real employment outcomes have been reported.</b></p>	check
Kentucky	<p><b>Kentucky – SB104 (Acts Ch. 28)</b></p> <p>Create new sections in KRS Chapter 151B to establish the Employment First Council; amend KRS 12.020 to conform.</p>	check

Louisiana	<p><b>Louisiana – HCR39</b></p> <p>Requests a study and recommendations concerning barriers to hiring of direct support professionals who provide Medicaid-covered services to people with disabilities</p>	
Maine	<p>E1st <a href="#">legislation</a> contained this -  §3303. State agencies; requirements  1. Employment as core component of services and supports.  In carrying out its duties to provide services and supports to persons with disabilities, a state agency shall include as a core component of its services and supports the opportunity for persons with disabilities to acquire integrated community-based employment or customized employment. A. When entering into contracts with providers of services to persons with disabilities, a state agency shall include appropriate provisions regarding facilitating integrated community-based employment or customized employment and ensuring measurable outcomes. B. A state agency shall incorporate standards for integrated community-based employment and customized employment into its processes for program monitoring and quality assurance. 2. First and preferred service or support option. When providing services or supports to a person with a disability, a state agency shall offer to the person, as the first and preferred service or support option, a choice of employment services that will support the acquisition by the person of integrated community-based employment or customized employment.</p>	<a href="http://www.mainelegislature.org/legis/bills/getPDF.asp?paper=SP0471&amp;item=6&amp;snum=126">http://www.mainelegislature.org/legis/bills/getPDF.asp?paper=SP0471&amp;item=6&amp;snum=126</a>
Maryland	<ul style="list-style-type: none"> <li>• Maryland passed legislation phasing out the use of subminimum wage</li> </ul>	
Massachusetts		
Michigan	<p>Michigan has actively pursued improvements in transition service delivery to make it more aligned with the tenets of Employment First and to improve CIE outcomes for youth with significant disabilities. Two activities in particular illustrate the state's direction in this regard. First, it convened a multi-agency planning group that produced a detailed Memorandum of Understanding (MOU) on the Transition to Employment of Students and Youth with Disabilities. The</p>	



	<p>vision of the MOU is: “Through strong interagency collaboration, students with disabilities will exit school with competitive integrated employment and/or a connection to post-secondary education intended to lead to employment.” Key elements of the MOU include how the parties to the agreement will:</p> <ul style="list-style-type: none"> <li>• work collaboratively to improve the transition and employment service system so that it will produce increased competitive integrated employment outcomes</li> <li>• promote and encourage coordinated transition and employment services at the local and state levels</li> <li>• develop and provide common training and professional development opportunities for transition and employment services personnel, and</li> <li>• share data on services and outcomes</li> </ul> <p>The parties to the MOU include: Michigan Department of Education, Michigan Rehabilitation Services, Michigan Bureau of Services for Blind Persons, Michigan Behavioral Health and Developmental Disabilities Administration, Michigan Workforce Development Agency, and Michigan Developmental Disabilities Council. Michigan’s Lieutenant Governor also signed the MOU to demonstrate support from the Governor’s office.</p> <p>Second, the collaborating agencies of the MOU initiated a seamless transition pilot in four locales. These sites received technical assistance in organizing local teams and local services in order to develop a sustainable seamless transition approach to serving students with significant disabilities. Each pilot focused on interagency collaboration so that students would experience work and ultimately exit schools already employed in a competitive integrated job. Michigan plans to expand the number of pilot sites and use the knowledge derived from local experiences to develop future state-wide policy, guidance and practice.</p>	
Minnesota	<ul style="list-style-type: none"> <li>• MN Olmstead Plan: Adoption of the Minnesota’s E1 policy was a result of the state’s Olmstead plan, <a href="#">Putting the Promise of Olmstead into Practice</a>, issued in 2013.</li> </ul>	

Mississippi		n/a
Missouri		n/a
Montana		n/a
Nebraska		n/a
Nevada	Nevada has an Executive Order establishing a governor's taskforce on integrated employment	n/a
New Hampshire	<ul style="list-style-type: none"> <li>New Hampshire legislation on subminimum wage</li> </ul>	n/a
New Jersey	<p>New Jersey – <a href="#">A5294</a> (P.L.2021, c.465) Provides fast track hiring and advancement employment opportunities by State for persons with significant disabilities.</p> <p>New Jersey – <a href="#">A5296</a> (P.L.2021, c.466) State as a model employer Provides for employment by State of certain persons with disabilities.</p> <p>New Jersey – <a href="#">SB4210</a> (P.L.2021, c.424) Requires EDA to establish loan program to assist certain businesses with funding to provide reasonable accommodations for employees with disabilities.</p>	
New Mexico		<p><a href="https://www.nmhealth.org/publication/view/policy/3573">https://www.nmhealth.org/publication/view/policy/3573</a> DDD policy change</p> <p>Case managers and the Interdisciplinary Teams (IDT) are required to offer Supported Employment Services as a priority service over other day service options for all working age adults. The discussion and process for offering supported employment services must be documented in the ISP.</p>
New York	New York has a September 2014 Executive Order that mandates the development of an Employment First policy but as of 2021, no official policy has been issued.	

North Carolina		
North Dakota	North Dakota has passed legislation creating a committee on employment of people with disabilities to support Employment First, but it does not specifically prioritize integrated employment over other service options.	
Ohio	<p>Ohio - <a href="https://ohioemploymentfirst.org/view.php?nav_id=6">https://ohioemploymentfirst.org/view.php?nav_id=6</a></p> <p>DDD policy - updated in 2017 - <a href="https://dodd.ohio.gov/wps/wcm/connect/gov/c606b25b-d7e3-4169-8c7d-149ebd652ca5/5123-2-2-05%2520Effective%25202017-04-01.pdf?MOD=AJPERES&amp;CONVERT_TO=url&amp;CACHEID=ROOTWORKSPACE.Z18_K9I401S01H7F40QB_NJU3SO1F56-c606b25b-d7e3-4169-8c7d-149ebd652ca5-mEjfNUC">https://dodd.ohio.gov/wps/wcm/connect/gov/c606b25b-d7e3-4169-8c7d-149ebd652ca5/5123-2-2-05%2520Effective%25202017-04-01.pdf?MOD=AJPERES&amp;CONVERT_TO=url&amp;CACHEID=ROOTWORKSPACE.Z18_K9I401S01H7F40QB_NJU3SO1F56-c606b25b-d7e3-4169-8c7d-149ebd652ca5-mEjfNUC</a></p>	2012 EO Gov Kasich signed
Oklahoma	<p><a href="#">HB 1969</a></p> <p>B. All state agencies shall coordinate efforts and shall collaborate within and among such agencies to ensure that state programs, policies, procedures and funding support competitive integrated employment of individuals with disabilities. All state agencies shall, whenever feasible, share data and information across systems in order to track progress toward full implementation of this act.</p> <p><a href="#">Oklahoma Rule</a> -</p>	
Oregon	<p>Oregon has pursued capacity building strategies to expand and improve CIE. Oregon has developed <a href="#">Employment First policy</a> that makes competitive integrated employment a clear priority. In addition, funding strategies are emerging to promote CIE, including significant investment in personnel preparation and legacy agency transformation from segregated services to CIE. Oregon has also adopted APSE's Certified Employment Support Professional (CESP) approach for personnel development. Furthermore, Oregon has developed and uses a data collection system, with clear definitions of CIE</p>	Their progress is in large part due to a settlement agreement on <a href="#">Lane v. Brown</a>

	outcomes, that allows continuous updates on the expansion of CIE and on the reduced reliance on segregated settings. (I believe this is the <a href="#">Lane v Brown Data Report</a> )	
Pennsylvania	PA Employment Legislation (passed): Pennsylvania House Bill 1641, signed into law in June 2018, codifying the state's Employment First policy (cross-disability), and establishing the Governor's Cabinet for People with Disabilities, and Employment First Oversight Commission.	
Rhode Island	Rhode Island – <a href="#">S2242</a> Repeals § 28-12-9 of the general laws which provides that the director of labor and training may approve of wages below the minimum wage for those persons whose earning capacity is impaired due to physical or mental disability.	E1st mandated by lawsuit (DOJ consent decree)
South Carolina	South Carolina – <a href="#">S533</a> Prohibit The Use Of Section 14(c) Of The Fair Labor Standards Act Of 1938 To Pay Subminimum Wages To Individuals With Disabilities.  <a href="#">DDSN policy</a> -	
South Dakota	Governor Dennis Daugaard's Employment First initiative was inspired by his involvement with the National Governor's Association when he assisted former Governor Markell of Delaware with holding forums to explore strategies to increase employment of people with disabilities. This led to the creation of an often-referenced policy brief A Better Bottom Line: Employing People with Disabilities / Blueprint for Governors. Governor Daugaard's Employment Works Initiative was launched in 2013 to help guide Employment First efforts. In addition, the South Dakota Employment Works Task Force was created with broad stakeholder support. These stakeholders identified five recommendations: finding and supporting businesses to employ people with disabilities; connecting businesses to employees with disabilities; eliminating disincentives to employment; developing flexible systems and promoting promising practices; and educating the public, providers, employers, and people with disabilities.	

Tennessee	<p>TennCare is Tennessee’s long-term services and supports program under the Medicaid waiver. In 2016, TennCare partnered with Tennessee Department of Intellectual and Developmental Disabilities (DIDD) to design a new program called Employment and Community First (ECF) CHOICES, a program designed to incrementally move the current system of employment services to be more compatible with Employment First goals and to achieve more CIE outcomes. New categories of funding for up to 1,700 individuals new to DIDD services now include supported employment services that feature discovery, job development, job coaching, and career advancement, among other related services that lead to CIE. Services also include Integrated Employment Path Services which are designed to introduce CIE as an individual employment goal for individuals who are uncertain about CIE as an option. ECF CHOICES also features a tiered structure of rate reimbursement to providers in order to account for different levels of support that may be needed by individual job seekers. TennCare plans to incrementally expand ECF CHOICES in future years by decreasing the number of individuals served under the Medicaid 1915c waiver which funds many non-employment related services and by increasing the number served under the Medicaid 1115 waiver which funds pilot and demonstration projects such as EFC CHOICES.</p> <p>The state of Tennessee has established a <a href="#">dashboard</a> to share available data within its Employment First Partnership. The purpose of this data system is to gather and report data relevant to employment of people with disabilities. The dashboard will also track and display progress in moving the needle on important indicators for Employment First Tennessee. Early on, Employment First partners recognized that identification of common metrics is critical to achieving collective impact. One such metric that will be defined immediately is to set a targeted rate for employment of people with disabilities. This will be used to measure the progress of Employment First partners. Other metrics included are: the number of districts supporting students to pursue Occupational Diplomas; the number of youth no longer in secondary school who are enrolled in higher education, competitively employed and/or in other postsecondary education or training within one year of leaving high school; the number of businesses that employ persons with disabilities in Tennessee; and, the number</p>	<p>Tennessee – <a href="#">SB2042</a></p> <p>Removes the subminimum wage exception for an employee whose earning or productive capacity is impaired by age, physical, or mental deficiency or injury. Amends TCA Title 8 and Title 50.</p> <p>Great example of <a href="#">data infographic</a></p>
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	of people with a disability and student interns employed by the Tennessee state government.	
Texas	<p><a href="#">Texas S.B 1226 prescribed policy -</a></p> <p>Sec. 531.02447 (b). The Health and Human Services Commission (HHSC), the Texas Education Agency (TEA), and the Texas Workforce Commission (TWC) shall jointly adopt and implement an employment-first policy in accordance with the state's policy under Subsection (a). The policy must:</p>	n/a
Utah		n/a
Vermont	<ul style="list-style-type: none"> <li>• <a href="#">VT Employment Philosophy</a>: A public stated philosophy that presumes employability for all.</li> <li>• <a href="#">VT Funding Policy</a>: For those receiving employment supports, use of funds for sheltered workshops or enclaves is not allowed (see p. 63 of System of Care Plan).</li> <li>•</li> </ul> <p>14. Developmental disabilities HCBS services funding cannot be used to:</p> <p>a. Increase the availability of residential settings that provide supports to more than four adults (age 18 and over). Any exceptions to this limitation must be approved by the Division.</p> <p>b. Fund residential settings that provide supports to three or more children (under the age of 18). Any exceptions to this limitation must be approved by the Division.</p> <p>c. Fund placements in residential schools or treatment centers; or instate or out-of-state nursing facilities<sup>57</sup>, correctional facilities, psychiatric hospitals or ICF/DDs.<sup>58</sup></p> <p>d. Fund out-of-state placements for adults unless they pose a risk to public safety and there are no appropriate treatment options in Vermont and the cost is less than the cost of community-based supports in Vermont. Involvement and approval by the Division is required.</p>	

	<p>e. Fund sheltered workshops or enclaves (segregated work environments within an employer's worksite).</p> <p>f. Incentive payments, subsidies, or unrelated vocational training expenses for Supported Employment such as the following: (1) Incentive payments made to an employer to encourage or subsidize the employer's participation in a supported employment program. (2) Payments that are passed through to users of supported employment programs. (3) Payments for vocational training that are not directly related to individuals' supported employment program.</p> <p>g. Settings that tend to isolate as described in federal HCBS Rules</p>	
Virginia	<ul style="list-style-type: none"> <li>• VA Legislation (passed): <a href="#">Joint Virginia Senate and Senate Resolution, passed in 2012 (SJ 127)</a>, encouraging the Secretary of Health and Human Resources and the Superintendent of Public Instruction to adopt and implement Employment First practices in providing and coordinating services to Virginians with disabilities.</li> <li>• VA DBHDS Policy on Employment First: December 2012 Virginia Department of Behavioral Health and Developmental Services <a href="#">Policy 1044 (SYS) 12-1 on Employment First</a>.</li> <li>• <a href="#">VA DOJ Settlement Agreement</a> Mandating Employment First Policy: Department of Justice settlement with the state of Virginia mandating implementation of an Employment First policy.</li> <li>• VA DBHDS Strategic Plan for Employment First: <a href="#">October 2012 Strategic Plan for Employment First</a>, issued by Virginia Department of Behavioral Health and Developmental Services.</li> <li>• <a href="#">VCU Employment First website</a>: Information on Employment First in Virginia from the Virginia Commonwealth University Center on Transition, featuring a series of videos.</li> </ul>	<p>Okay they have a court settlement but have outcomes improved?</p> <p><a href="#">E1st Infographic</a></p>
Washington	<p>Washington has been a pioneer and leader practicing principles of Employment First for more than forty years and has been recognized nationally for their progressive efforts. The <b>Washington DDD adopted its Working Age Adult Policy</b> in 2004 and updated in 2012. <b>The policy identifies employment supports as the primary method of furnishing state-financed day services to adult</b></p>	<p><i>passed legislation to eliminate 14c</i></p>

	<p><b>participants and emphasizes community employment as the primary service option.</b> Legislation was passed in 2012 to support employment as the first choice for adults of working age. It also incorporated the right to transition to a community access program (activities that promote individualized skill development, independent living, and community integration) after nine months in an employment service. Individuals may receive only one service option at a time</p> <p>Initial implementation of the policy resulted in movement of individuals from community access (non-work) supports to community employment. In March 2004, 1,817 individuals were in community access supports, and in 2007, the number decreased to 321. During that same period, the number of people in individualized employment increased from 2,992 to 3,410, and the number of individuals on the “path to employment” grew from 840 to 2,650. Between 2007 and 2009, the number of DDD clients in integrated employment increased by 54 percent, representing an additional 2,555 clients and a total of 7,277 clients in integrated employment.</p>	
West Virginia		N/A
Wisconsin	<p>Wisconsin Legislation enacted in March 2018 established a cross-disability Employment First Policy and specific requirements for state agencies in terms of implementation. <b>It called for all publicly funded programs that provide services and supports to prioritize competitive integrated employment.</b> It also required agencies to collaborate and report on development of a plan that includes employment targets and explain how targets will be achieved; the number of working age persons with disabilities who received publicly funded services through each department; the number of people who are in competitive integrated employment; the percentage change from the previous period, average number of hours worked, and wages earned; and identified barriers and how they are being mitigated. Legislation also requires a statement or analysis detailing the specific impact the collaboration has had on each department’s progress, outcomes, and achievements in increasing participation in competitive integrated employment.</p>	check



	The legislation did not create an office and did not provide funding. Despite the unfunded mandate, employment rates have increased. Wisconsin's APSE chapter has been instrumental in promoting competitive integrated employment among providers with their positive, consistent messaging.	
Wyoming		n/a

#### [The Case for Inclusion - UCP](#)

1 in 5 (21.1%) people with IDD who received employment or day supports were participating in an integrated employment service. Within the 33 states that report that they collect data on the number of people working, 19.3% of individuals participating in integrated employment services were working for pay

According to data from the Institute for Community Inclusion at the University of Massachusetts Boston, in Fiscal Year 2018, slightly more than 1 in 5 (21.1%) people who received any employment or day service were participating in an integrated employment service.

A closer look at the data reveals that people with IDD are far from reaching parity with workers in the general population. In Program Year 2019, only slightly more than a quarter (27%) of people with intellectual disabilities who received services from their states' Vocational Rehabilitation (VR) programs had been rehabilitated within one year, meaning they became employed within 365 or fewer days from when they began receiving VR supports. Among the VR participants with an intellectual disability who became employed, the average number of hours worked each week was only 22—about half of what most industries consider a full-time work week. P.13

PERCENTAGE OF PEOPLE WITH IDD PARTICIPATING IN AN INTEGRATED EMPLOYMENT SERVICE

